

TESIS

**ANALISIS KINERJA BIDAN DI DESA
DALAM PENCAPAIAN PROGRAM KIA BERDASARKAN TEORI
THE BIG FIVE OF PERSONALITY, PROFESIONALISME DAN
AKUNTABILITAS
DI KABUPATEN LUMAJANG**



**NURULIAH HANIFAH
NIM 101144081**

**UNIVERSITAS AIRLANGGA
FAKULTAS KESEHATAN MASYARAKAT
PROGRAM MAGISTER
PROGRAM STUDI ADMINISTRASI DAN KEBIJAKAN KESEHATAN
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ABSTRACT

Analysis Of Village Midwife Performance In KIA Program Achievement Based on The Theory of Big Five of Personality, Profesionalism and Accountability in Lumajang District

There are more than 50% of fourth visit in antenatal care (K4) coverage had not reached the target for three years. The problem in this study was "the gap of coverage achievement of first visit in antenatal care (K1) to fourth visit in antenatal care (K4) in Lumajang in 2009-2011. This research focused on human resources factors and accountability officer. Human resources consisted of individual characteristics (age, education, employment status, years of service, professionalism, personality) and accountability. The purpose of this research was to analyze the performance of midwives in achieving KIA program targets by personality, professionalism and accountability of village midwives in Lumajang.

This was an observational analytic research with cross sectional design. The data consisted of dependent and independent variables were collected at the same time. The results showed that most respondents (44.02%) age were 31-40 years old. The highest education of most midwives was D3 (81.3%). Midwives employment status in Lumajang was PNS, PTT and contract workers. The longest working time of midwives was 15 years as much as 36.56%. In level of professionalism, as much as 67 or 50% midwives in Lumajang was categorized as good and 42 or 31.3% as quite professional. The midwives who categorized as less professional were of 25 people or 18.7%. Recommendations from the FGD (Focus Group Discussion) are 1) Conduct periodic facilitative supervision, 2) Enact and optimize the reward and punishment system for less professional or unprofessional and less good personality and less accountable midwives, 3) Coordinate and advocate training department in order to improve the required level of training for midwives. It is needed to reduce maternal mortality and infant mortality.

Keywords: the big five of personality, professionalism, accountability and performance